

## Employment Training Panel - Trainee Wages

### Minimum Wages for Calendar Year 2023

(Health benefits of up to \$2.50 may be used to meet wage requirements, subject to Panel approval)

STANDARD WAGES			REDUCED STANDARD WAGES (HUA)	
COUNTIES	NEW HIRE	RETRAINEE	NEW HIRE	RETRAINEE
	MINIMUM WAGE AFTER RETENTION	MINIMUM WAGE AFTER RETENTION	MINIMUM WAGE AFTER RETENTION	MINIMUM WAGE AFTER RETENTION
Alameda, Marin, San Mateo, Santa Clara, and San Francisco	\$20.60	\$24.72	\$15.50	\$18.54
Contra Costa	\$19.66	\$23.59	\$15.50	\$17.69
Los Angeles	\$18.78	\$22.66	\$15.50	\$17.00
Orange	\$18.54	\$22.66	\$15.50	\$17.00
San Diego	\$18.54	\$22.66	\$15.50	\$17.00
All Other Counties	\$18.54	\$22.66	\$15.50	\$17.00
Retrainee Job Creation wage is \$1.50 above the statewide minimum wage. The minimum wage requirement for Retrainee Job Creation training shall not be lower than \$17.00.				
Note: Trainees must earn at least the State of California or local minimum wage rate (whichever is higher) that is in effect at the time of Final Payment, regardless of the ETP Minimum Wage set forth in this Chart.				
STATEWIDE AVERAGE WAGE (SET)		MODIFIED STATEWIDE AVERAGE WAGE (SET)		
TERM BEGINNING DATE	\$41.20	<i>Trainees may earn up to 25% below the State average hourly wage. Workers must work in a priority industry sector or be funded for training under a Critical Proposal. This wage modification will be determined on a case-by-case basis</i>		\$30.90
Jan. 1, 2023 - Dec. 31, 2023				